

Testimony In Support of HJ 51
Linda Gryczan
for the
Montana Women's Lobby
Business and Professional Women
3/29/07

Mr Chair and members of the Committee, I am speaking on behalf of the Montana Women's Lobby, specifically for the Business and Professional Women who consider pay equity a top issue. We work for schools and universities, we own businesses throughout Montana--we are women who sign pay checks. Our mission is to achieve equity for all women in the workplace through advocacy, education and information.

In 1983, the MWL successfully lobbied for a comparable worth, which means that occupations that require similar skills and training must be paid equivalent wages even though the job is traditionally done by women.

Each year the Dept of Administration prepares "The Employee Profile"--a report to the Governor on the status of the Equal Employment Opportunity (EEO) program. 24 years after passing comparable worth, we have not gone far enough. Looking at the numbers, in every category, in every occupation, women are paid less than men. I found 3 exceptions.

I urge your support for HJ 51

To read the full Employee Profile 07

<http://hr.mt.gov/HRServices/reports.asp> click on "employee profile 07"

CHART A

Female/Male Comparison by EEO Category Regular Employees Only

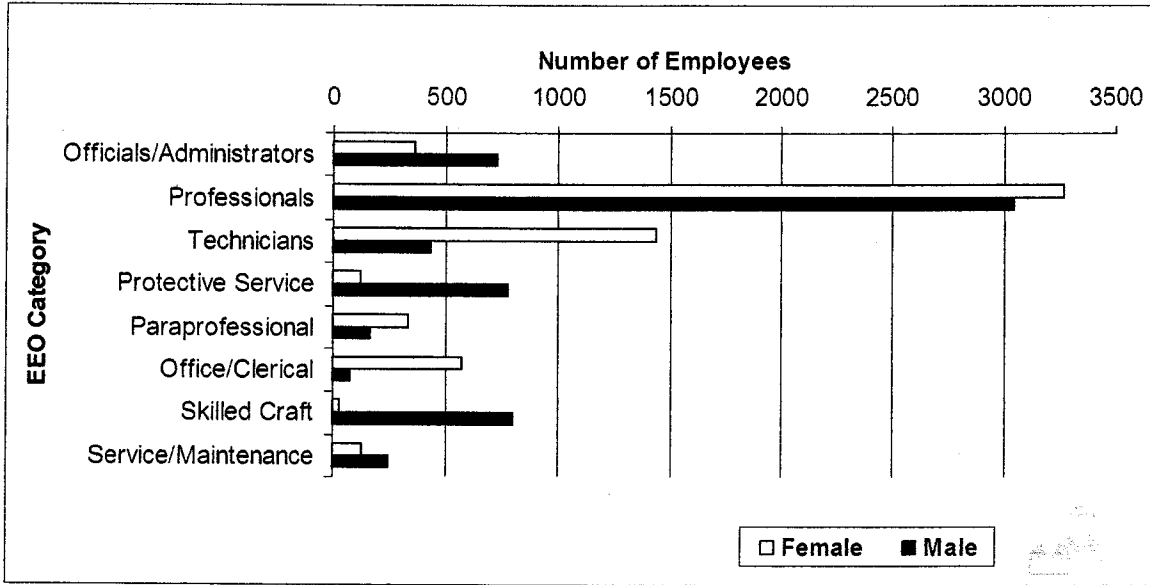


CHART B

Female/Male Salary by EEO Category Regular Employees Only

